

Declaration on the Individual Assessment Report of Esmeralda Dourado

(article 30º- A, no. 7 of the RGICSF)

The CNR informs that Esmeralda Dourado underwent a Fit and Proper process and that in this context an Individual Assessment Report was produced and approved on June 27, 2024, covering the assessment of the reputation, academic qualifications and profession experience, independence, identification of potential conflict-of-interests and mitigation measures, independence of mind, time commitment and accumulation of directorships, concluding that:

“Esmeralda Dourado has a vast professional experience, contributing with a mix of experience in the financial sector, namely in the banking sector (União de Banco Portugueses, Interbanco, Banco Fonsecas & Burnay, Citibank), and non-financial sector, having performed as member of the corporate bodies of relevant companies for the Portuguese economy: EDP (energy sector), TAP (Transportes Aéreos Portugueses), and Plataforma de Negociação de Créditos Bancários (Debt restructuring), and also for smaller companies such as ActiveCap - Capital Partners (Private Equity), and Mystic Invest (Tourism).

Esmeralda Dourado will contribute with her experience in supervisory roles in large companies with challenges in the internationalization and oversight of large economic groups with subsidiaries in different geographies, and in the assessment of large investment and business strategies. Her experience in TAP was also in a critical moment for the company, in the middle of a restructuring process (2017-2021) approved by the European Commission. Esmeralda Dourado also has knowledge of the banking activity, namely of the business portfolios and has knowledge and experience in other retail businesses (e.g. energy providers). Her experience in EDP, in a period where ESG was a focus to develop business activities was also considered.

As such, Esmeralda Dourado reinforces the Board of Directors' supervisory functions, expertise in several areas, such as governance, strategic planning, retail overview and ESG issues.

In view of the above, the Committee for Nominations and Remunerations assessed the Appointee in accordance with the legal framework and guidelines, concluding that the Appointee is of good repute, possesses adequate knowledge, skills and experience to perform her duties, is able to commit sufficient time to perform her functions in the institution, and to act with honesty, integrity and independence of mind to effectively assess, challenge and enrich the decision-making process of the collective body."

Nominations and Remunerations Committee